

Personnel Non-Certified

Grounds for Employee Discipline

The Board of Education directs the Superintendent of Schools or designee to take appropriate disciplinary action with any employee that may require it. A report will be made to the Board of Education at the next regular meeting or sooner if deemed necessary by the Superintendent.

Grounds for discipline of any employee may include but not be limited to one or more of the following:

1. Incompetence or inefficiency in the performance of assigned duties.
2. Insubordination (including, but not limited to, refusal to do assigned work).
3. Carelessness or negligence in the performance of duty or in care or use of district property.
4. Discourteous, offensive, or abusive language or conduct toward other employees, students, or the public.
5. Dishonesty.
6. Drinking alcoholic beverages on the job, or reporting for work while intoxicated.
7. Use and possession of harmful drugs on school grounds without medical supervision.
8. Personal conduct unbecoming an employee of the district.
9. Engaging in political activity during assigned hours of employment or otherwise in violation of applicable policies or regulations of the district.
10. Conviction of any crime involving moral turpitude, including a sex offense.
11. Repeated or unexcused absence or tardiness.
12. Abuse of leave privileges.
13. Falsifying any information supplied to the school district, including but not limited to, information on application forms, employment records, or other school district record.
14. Persistent violation of or refusal to obey safety rules and regulations of the board of education, the superintendent, or by any appropriate state or governmental agency.
15. Offering anything of value or offering any service to any supervisor or member of the public in exchange for special treatment in connection with the employee's job.
16. Abandonment of position.

(cf. 4200 Provisions of Negotiated Agreements)

(cf. 4215 Personnel Records)

(cf. 4218 Assignment/Transfer/Reassignment)

(cf. 4225 Nondiscrimination)

(cf. 4226 Sexual Harassment)

(cf. 4227 Disabilities)

(cf. 4229 Smoking, Drinking, and Use of Drugs on School Premises)

Policy adopted: 12/10/98

Eastford Board of Education